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Your ref:**Our ref:** CRS**Date:** 02 Jul 2013**E-mail:** Democratic_Services@bathnes.gov.uk**To: All Members of the Cabinet**

Councillor Paul Crossley	Leader of the Council
Councillor David Dixon	Deputy Leader and Cabinet Member for Neighbourhoods
Councillor Simon Allen	Cabinet Member for Wellbeing
Councillor Tim Ball	Cabinet Member for Homes and Planning
Councillor David Bellotti	Cabinet Member for Community Resources
Councillor Caroline Roberts	Cabinet Member for Transport
Councillor Dine Romero	Cabinet Member for Early Years, Children and Youth
Councillor Ben Stevens	Cabinet Member for Sustainable Development

Chief Executive and other appropriate officers
Press and Public

Dear Member

Cabinet: Wednesday, 10th July, 2013

Please find attached a **SUPPLEMENTARY AGENDA DESPATCH** of late papers which were not available at the time the Agenda was published. Please treat these papers as part of the Agenda.

Papers have been included for the following items:

15. YOUTH JUSTICE PLAN 2013-14 (Pages 3 - 42)

Yours sincerely

Col Spring
for Chief Executive

If you need to access this agenda or any of the supporting reports in an alternative accessible format please contact Democratic Services or the relevant report author whose details are listed at the end of each report.

This Agenda and all accompanying reports are printed on recycled paper

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Bath & North East Somerset Council		
MEETING:	Cabinet	
MEETING DATE:	10 July 2013	EXECUTIVE FORWARD PLAN REFERENCE:
		E 2583
TITLE:	Youth Justice Plan 2013-14	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report		
Youth Justice Plan 2013-14		

1 THE ISSUE

- 1.1 The Local Authority has a statutory responsibility to produce an annual Youth Justice Plan. The Plan sets out work to be undertaken to prevent youth offending and re-offending across Bath and North East Somerset.

2 RECOMMENDATION

The Cabinet agrees that:

- 2.1 The Youth Justice Plan can be recommended to Council as fulfilling the requirements of the Crime and Disorder Act 1998 and can then be submitted to the youth Justice Board.
- 2.2 The Youth Justice Plan can be recommended for adoption as part of the Council's Policy and Budget Framework and can be accommodated within the Council budget approved in February 2013.

3 FINANCIAL IMPLICATIONS

- 3.1 The Council is the lead partner in the multi-agency arrangements to prevent youth offending, working closely with Police, Probation and Health Services, in accordance with the Crime and Disorder Act 1998. All partners have a statutory responsibility to participate in the resourcing of the Youth Offending Service. The Council makes a significant contribution in terms of staff, cash and additional support, including provision of office accommodation and a range of financial and human resources services. In 2013-14, the Council is contributing £422,457, or 48% of an overall budget of £878,307.
- 3.2 The budget has accommodated a further reduction of £44,000 in funding from the Youth Justice Board but now includes an increased contribution of £27,000 from the Police and Crime Commissioner; this is Home Office funding that has come directly to the Youth Offending Service as part of the Youth Justice Board's grant in previous years. Whilst the Council contribution has changed from last year, the funding of £105,000 previously received for the Family Intervention Project has now moved with that service into the Connecting Families Service. The change also reflects loss of the Service Manager post but an increase of 1% for salaries.
- 3.3 The Service Manager has delegated responsibility from the Youth Offending Service Management Board for delivery of services set out within the Youth Justice Plan, within the agreed budget.

4 CORPORATE OBJECTIVES

- Promoting independence and positive lives for everyone
- Creating neighbourhoods where people are proud to live
- Building a stronger economy

5 THE REPORT

- 5.1 The principal, statutory aim of the youth justice system is to prevent youth offending. The Local Authority is the lead partner in the multi-agency arrangements for work undertaken with young people who have committed offences. The Youth Justice Plan reviews the positive progress made last year and sets out how services are to be resourced and delivered in 2013-14.
- 5.2 Actions in the work plan included will contribute to making Bath and North East Somerset a safer place and to helping young people work towards more positive outcomes in their lives.

6 RISK MANAGEMENT

- 6.1 The report author and Lead Cabinet member have fully reviewed the risk assessment related to the issue and recommendations, in compliance with the Council's decision making risk management guidance.

7 EQUALITIES

- 7.1 An Equality Impact Assessment has been completed and no adverse or other significant issues were found

8 RATIONALE

8.1 Preparation of an annual Youth Justice Plan is a statutory requirement under Section 40 Crime and Disorder Act 1998

9 OTHER OPTIONS CONSIDERED

9.1 None

10 CONSULTATION

10.1 Cabinet member, Trades Union, Staff, Other B&NES Services, Stakeholders/Partners, Other Public Sector Bodies, Section 151 Finance Officer and Monitoring Officer

10.2 The work of the Youth Offending Service is informed by feedback from service users. It has been consulted with staff within the service, including through completion of a self assessment, and with the Management Board through its regular meetings. A briefing meeting has been held with the Lead Member and a copy has been sent to the Trade Union.

11 ISSUES TO CONSIDER IN REACHING THE DECISION

11.1 Social Inclusion, Customer Focus, Young People, Human Rights and Other Legal Considerations

12 ADVICE SOUGHT

12.1 The Council's Monitoring Officer (Divisional Director – Legal and Democratic Services) and Section 151 Officer (Divisional Director - Finance) have been sent copies of this report to enable them to input into it.

Contact person	Sally Churchyard, 01225 396966
Sponsoring Cabinet Member	Councillor Dine Romero
Background papers	Youth Justice Plan 2012-13
Please contact the report author if you need to access this report in an alternative format	

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Bath and North East Somerset

Youth Justice Plan 2013 – 2014

Working in partnership to prevent youth offending

**Bath & North East
Somerset Council**




**Avon and
Somerset
Probation Trust**



NHS
*Bath and North East Somerset
Clinical Commissioning Group*

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1. Introduction

Multi-agency Youth Offending Teams were established in April 2000 under the Crime and Disorder Act 1998, to work with young people aged 10-17 years who have committed offences. They include staff from a wide range of backgrounds including Police, Health, Social Care, Education and Probation. Youth Offending Teams work in an integrated way alongside other specialists and have key statutory functions, including supervision of young people on Court Orders, giving victims a voice, enabling young people who have offended to re-pay the harm they have caused and strengthening parenting skills. In Bath and North East Somerset, the statutory work is supplemented by a prevention service, Compass, which works on a voluntary basis with children aged 8-17 years who are at high risk of offending and with their families. Additionally, it co-ordinates the Strengthening Families, Strengthening Communities parenting programme for parents and carers across the Authority. The Youth Offending Service is also responsible for safeguarding young people and supporting them to make more positive lifestyle choices, with a particular focus on education, training and employment. A summary of these functions and an organisational chart can be found in the appendices.

The Youth Offending Service has a statutory responsibility to prevent youth offending and, in addition to reviewing outcomes with individuals, it measures success in this using three key national outcomes; reduction in rate of first time entrants, reduction in rate of re-offending and a reduction in the rate of custody. Local performance against these indicators in 2012-2013 has continued to be excellent and reported crime and the number of young people within the youth justice system continues to fall, helping to make Bath and North East Somerset a safer area.

In addition to its principal work of preventing youth offending, as part of the wider children's workforce, the Youth Offending Service has adopted the five priority areas identified in the Children and Young People's Plan 2011-2014:

- Providing children and young people with a safe environment, including empowering them to recognise and manage risks
- Promoting children and young people's emotional health and resilience for learning and life
- Reducing health, education and social inequalities in specific groups of children and young people and specific geographical areas
- Supporting all young people to engage in employment, education and training from 16-19
- Promoting and supporting healthy lifestyles for children and young people

This annual Youth Justice Plan is written in accordance with the Crime and Disorder Act 1998. It summarises the excellent work undertaken by the Youth Offending Service and its partners in 2012-2013 and, based on self-assessment undertaken within the Service and with the oversight of the Management Board, sets out a work plan for 2013-2014. The work plan includes continuing developments and responses to changes in legislation and national changes in how youth justice services are to be delivered and outlines actions the service will take locally to continue to improve its high quality service to young people and their families and to victims of crime, thereby also contributing to public safety in this area.

2. Review of Youth Justice Plan 2012-2013

2.1 Review of Work Plan 2012-2013

Actions	End of Year Position
1. Priority Area: Service Development	
1. Renew the statutory partnership's vision for the delivery of youth justice services	Completed. It remains "working in partnership to prevent youth offending," with clear objectives.
2. Refresh the Management Board Partnership Agreement	Completed and signed by all statutory partners. This is now reviewed annually.
3. Ensure Service readiness for the new Inspection regime, in accordance with advice issued	Completed. Basic readiness has been achieved and continued work is taking place to ensure the Service is ready to respond within the new framework.
4. Introduce an annual cycle for auditing assessments, plans and interventions	Completed – there has been a particular focus on ensuring internal consistency and feedback has been given to individual staff on some excellent examples of this.
5. Participate in Youth Justice Board pilot of new standard operating systems for safeguarding and public protection issues in the community	Action closed No relevant cases arose during the period and the new system has now been implemented nationally. Arrangements are in place for local use if a serious incident occurs.
6. Introduce a system for staff participation in the continuing development of the statutory service	Completed. The formal consultation on changes has been completed and the new structure is in place, with some remaining appointments to be made.
7. Review the administrative function within the Youth Offending Service	Completed and new Job Descriptions and structure are in place.
8. Ensure the Service has a robust framework for measuring and reporting outcomes	Ongoing. Better measures are in place and the service is looking at its role in implementing wider approaches across the Preventative Services division.
9. Agree the model for future delivery of youth justice services in the light of emerging new organisational structures within the Council and anticipated pressure on budgets	Completed – the new structure has been through a formal period of consultation and appointments are being made to implement structural changes within an overall reduced budget. This work will be ongoing.
10. Identify and engage with emerging new players (including the Police and Crime Commissioner, the Health and Well-Being Board, the Clinical Governance Group and schools as Academies) and respective strategic planning	Completed and ongoing – clear mechanisms are in place for engaging with the Police and Crime Commissioner and further funding has been secured for 2013-2014. The Clinical Governance Group has agreed to support continuation of a Speech and Language post but work remains to be done to maintain the profile of youth justice work. Local Authority staff attendance at Schools' Behaviour and Attendance Panels is providing more opportunities to integrate work.

Actions	End of Year Position
11. Introduce annual assurance reporting to Management Board	Completed – in future, this will happen at the end of each financial year, with a report on a 'dashboard' of quality indicators.
12. Progress plans to procure an updated or new case management and reporting database, in readiness for implementation from April 2014	Completed and ongoing – the business case has been accepted and is supported by the Youth Offending Service Management Board to place an order for ChildView. Work to implement this system will be undertaken during 2013-2014.
13. Review the Service's participation in the Council commitment to reduction of carbon emissions	Ongoing – there has been renewed commitment to good office 'housekeeping'.
14. Hold a Service-wide event to promote the continuing development of a restorative service	Completed – next steps were agreed at development day in February. Cross-service peer supervision has now been introduced (in addition to continuing individual staff Supervision arrangements).
15. Ensure the Service is ready to work in accordance with the new Working Together guidance for safeguarding young people	Ongoing - new guidance, published towards the end of the financial year, has been brought to the Service's attention and work is planned to embed this during 2013-2014.
16. Achieve the Bronze level Charter Mark for young people's participation in the statutory work of the Youth Offending Service	Ongoing - key tasks have been identified and allocated.
17. Achieve the Gold level Charter Mark for young people's participation in the preventative work of the Youth Offending Service	Ongoing - young people are involved in staff recruitment through design of questions and interviewing candidates. Compass is confident of receiving this award in 2013-2014.
18. Deliver the Service's Workforce Training and Professional Development Plan	Completed and training undertaken has been audited and discussed with staff to ensure that training needs are being met.
2. Priority Area: Reduction in the rate of First Time Entrants (national impact indicator)	
1. Engage with the consultation on the People and Communities Department structure to ensure the best arrangements for continued delivery of youth crime prevention services	Completed – Compass is to continue and will be involved in the next stage of consultation on development of a targeted prevention service. The Family Intervention Project has been integrated into the wider Connecting Families agenda.
2. Evaluate the recent impact of the Compass Project (young people receiving a service in 2011-2012) to support the case for continued funding	Completed – the agreed targets were met and very positive feedback was received from young people and their parents/carers; some feedback about frequency of contact (currently weekly) is being considered. 80% of young people had a reduced risk of offending, based on ONSET Assessment.

Actions	End of Year Position
3. Ensure delivery of the Youth Crime Prevention Board's Work Plan	Ongoing Work Plan agreed and leads/groups identified to take forward key elements but staff turn-over within the Youth Offending Service and the wider partnership has slowed delivery.
4. Work with Police and other partners to establish processes and interventions for the new pre-Court disposals system (Legal Aid, Sentencing and Punishment of Offenders Act 2012)	Completed as part of an Avon and Somerset-wide approach, and the new arrangements are in place locally. This work will remain ongoing as it becomes embedded in practice.
5. Support implementation of the proposals made in the local, interim evaluation of the Family intervention Project	Completed – the proposals were accepted by the Children's Leadership Team and have been shared with the new Connecting Families Service
6. Work with key partners, including Curo Housing, to develop the Family Intervention Project as part of the Connecting Families initiative	Completed - this approach to working with families is continuing as part of the Connecting Families initiative and the proposals were fed into the early planning for the development of the new service.
7. Re-commission a youth crime prevention project for 2013-2016	Ongoing – the Local Authority decided to extend the contract for 12 months and commissioning is to be led by the new Preventions Commissioner during 2013-14. The Youth Offending Service will be actively involved.
8. Participate in the development of Behaviour and Attendance Partnership Panels and other initiatives to promote early intervention with vulnerable young people	Completed. The 11-19 Outcomes Manager attends the Bath Secondary Panel and the Interface Panel for young people needing additional support in transition between services. This work continues to develop.
3. Priority Area: Reduction in the rate of Re-offending (national impact indicator)	
1. Ensure there is a clear mechanism for collecting and collating feedback from victims and demonstrate how this is used to inform service improvements	Completed – mechanism is in place, with administration staff support. Victims are positive about the services they receive.
2. Ensure the Service has access to programme materials to address the identified needs of girls and young women who have offended and that they are delivered in an accessible way	Ongoing - programme now available to be delivered. The needs of girls and young women in the youth justice system are now receiving some national attention.
3. Host a Speech and Language Therapy placement and agree sustainable output and outcomes for the Service	Completed - and positively evaluated. The evaluation report has assisted securing on-going funding for Speech and Language Therapy work within the Youth Offending Service.
4. Evaluate the outcomes achieved through use of the new Positive Choices programme	Completed through continuing engagement of the programme provider.
5. Ensure that every young person on a Court Order has restorative justice included in their individual intervention plan	Ongoing and now part of local audit arrangements.

Actions	End of Year Position
6. Develop practice to ensure that all young people are fully prepared and supported for their participation in decision-making meetings and reviews	Completed by the Assessment and Planning Team and ongoing with statutory and Compass Team inductions.
7. Ensure the Assessment and Planning Team's readiness to work to new sentencing provisions ((Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Completed and reflected in practice and relevant policies and guidance.
4. Priority Area: Reduction in the rate of Custody (national transparency indicator)	
1. Introduce a process to promote consistent enforcement of Court Orders	Completed following a work shop with the Assessment and Planning Team and Interventions team. Breach guidance has been updated to reflect developments.
2. Review the remit of Custody Review Panel in light of new single remand framework (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Completed – the Panel has been briefed about new framework and a local workshop is planned. Audit of work to support young people held overnight in Police custody has now been added to the remit.
3. Ensure the Assessment and Planning Team's readiness to support implementation of the new single remand framework (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Completed and supported through the Custody Review Panel and practice within the service in anticipating remands to custody.
4. Ensure Local Authority readiness to work within the new funding arrangements for the single remand framework (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Completed - this has been reviewed in Custody Review Panel, which now holds a small budget to support young people who may be vulnerable to secure remands and to strengthen Bail Conditions.
5. Ensure Local Authority readiness to extend Children in Care status to all young people securely remanded and Leaving Care status to all those who are securely remanded for more than 13 weeks (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Completed - this has been reviewed in Custody Review Panel and a flow chart has been agreed to make responsibilities and process clear.
6. Ensure that all young people released from custody benefit from an 'enhanced offer' of support, including in accommodation, employment, health and parenting issues (link with South West Resettlement Consortium)	Completed - we continue to be active participants in the South West Resettlement Consortium. There is direct manager oversight of planning and provision and an enhanced offer has been in place for the two young people released from custody in this period.

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“Thank you all for the help and support you have given me. Couldn't have got where I am today without your support”. Young person aged 17, on completing a Youth Rehabilitation Order.

2.2 Performance against the three National Outcome Indicators

1. Reduce the rate of first time entrants to the Youth Justice System

This performance measure helps understanding of how effective the local area has been in supporting young people not to offend and enter the youth justice system for the first time. It is shown as a rate of young people per 100,000 in the general population of 10-17 year olds who received their first substantive outcome (a Police Reprimand or Final Warning following admission of an offence, or a conviction in Court), to enable comparisons to be made. Police Reprimands and Final Warnings were abolished under the Legal Aid, Sentencing and Punishment of Offenders Act and so in future, this measure will address those receiving Youth Cautions and Youth Conditional Cautions.

	<i>Bath and North East Somerset</i>	<i>South West</i>	<i>'Family' comparator group</i>	<i>England</i>
<u>First time entrant rate per 100,000 of local population aged 10-17</u> (Source: Youth Justice Board)				
<i>January - December 2012</i>	705	561	690	537
<i>January – December 2010</i>	813	715	870	712
Percentage change from selected baseline	-13.2%	-21.6%	-20.7%	-24.5%

Date range for the last five financial years	Number of young people entering the youth justice system for the first time
April 2008 – March 2009	179
April 2009 – March 2010	150
April 2010 – March 2011	167
April 2011 – March 2012	114
April 2012 – March 2013	85

Data is taken from the Police National Computer and is published in rolling full years for the twelve month periods ending March, July, September and December each year. Local performance is continuing to improve, but at a slower rate than comparators and the relative rate of first time entrants is still stubbornly higher than comparators.

The continuing success in the reduction in first time entrants is attributable to the work of a range of partner agencies. The use of the Police's diversionary Youth Restorative Disposal scheme has addressed many minor matters, some of which may otherwise have resulted in a young person being formally Reprimanded or Finally Warned. The practice of targeted early prevention is developing well locally and is recognised as a worthwhile investment in young people's lives. Targeted work by the Youth Service and other partners, including the Children's Society's restorative community work, is likely to have positively impacted on offending rates. Specific youth crime prevention projects, such as Mentoring Plus, are able to demonstrate the specific positive impact they have had on young people. The Compass project also plays a significant part, demonstrating a reduction in risk of offending in just over 80% of young people completing the programme last year, as measured by the ONSET assessment tool. These projects actively support young people's engagement in education, as this is the single most important protective factor reducing the risk of offending. They also challenge and support young people to make constructive use of their time through a range of positive activities..

Data is regularly scrutinised by the multi-agency Youth Crime Prevention Board and discussed with the Police District Commander to understand this and improve targeting of young people at highest risk into crime prevention services. Effective prevention of youth crime benefits the community and contributes to a wide range of improved outcomes for children, young people and their families.

“Compass has helped my family through some rough times with my son. Compass helped our relationship to blossom into a loving, fun and happy relationship that I’m thankful for.”

2. Reduce the rate of re-offending

This performance measure helps understanding of the effectiveness of the youth justice system in supporting young people who have previously offended to avoid re-offending. It is a quarterly rolling measure of the rate of re-offending after twelve months of a cohort of young people who received a Police Reprimand or Final Warning or a sentence in Court or were released from custody. The data is taken from the Police National Computer and published as a frequency rate (the average number of re-offences per 100 young people) and as binary information (a count of the number of young people who re-offend, expressed as a percentage of the cohort).

	Bath and North East Somerset	South West	'Family' comparator group	England
<u>Re-offending rates after 12 months</u> (Source: Youth Justice Board)				
<i>Average frequency of re-offending per 100 young people in the cohort of young people dealt with in the youth justice system between July 2010– June 2011</i>	0.69	0.93	1.15	1.04
<i>Average frequency of re-offending per 100 young people in the cohort of young people dealt with in the youth justice system between July 2009– June 2010</i>	0.80	0.95	1.07	0.96
Change	-0.12	-0.03	+0.08	+0.08
<i>Binary rate: percentage of young people dealt with in the youth justice system between July 2010– June 2011 who re-offended</i>	30.4%	34.1%	39.0%	36.0%
<i>Binary rate: percentage of young people dealt with in the youth justice system between July 2009– June 2010 who re-offended</i>	29.6%	34.2%	34.7%	34.1%
Percentage change	+0.08%	-0.01%	+4.3%	+1.9%

The average frequency of re-offending is much lower (better) in Bath and North East Somerset than all comparators and has improved more in the latest data available than comparators.

A core function of the Youth Offending Service is the supervision of young people on statutory Court Orders including the Referral Order, the Youth Rehabilitation Order, and the Detention and Training Order. Each young person is assessed using the standard ASSET Assessment Tool, which identifies areas of concern and strength in a young person's life and informs the intervention plan which is subsequently delivered to reduce the risk of re-offending. The Service uses a "scaled approach" to determine frequency of contact with each young person to ensure that resources are targeted at those who present the highest risk. For those young people who do commit further offences, the focus of work is to help them reduce the frequency and seriousness of offending, their risk of harm and provide a service which is tailored to meet their individual needs. For young people who present a serious risk of harm, the Youth Offending Service holds risk management meetings with key partners from the wider children's workforce. These meetings present an opportunity to make realistic plans to safeguard the public and to manage this risk as effectively across the agencies as possible. The Intensive Supervision and Surveillance requirement of a Youth Rehabilitation Order can be one such measure. For those who present the most serious risk of harm, Multi Agency Public Protection Arrangement procedures are employed. For young people who meet the criteria and/or are at the point of transition to the Probation Service, the Youth Offending Service works closely with the Integrated Offender Management scheme, Impact.

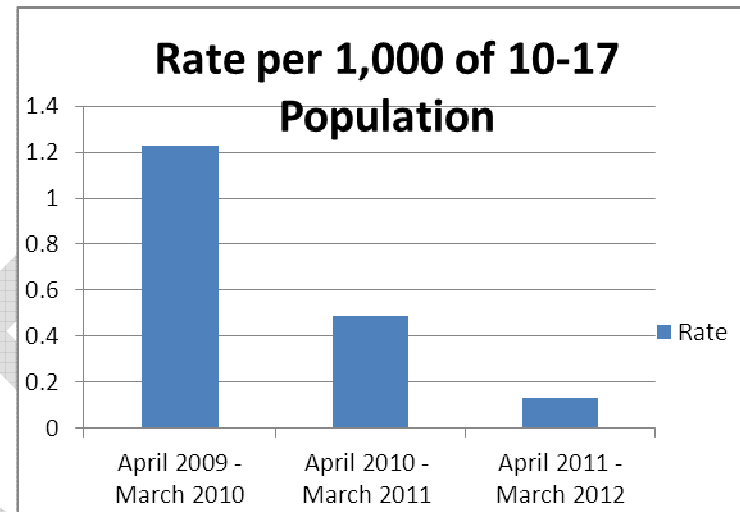
The reduction in re-offending is attributed to the effectiveness of integrated work with young people, drawing on a range of disciplines.

3. Reduce the rate of custodial sentences

The third performance measure relates to the use made of custody as a sentencing option. Any Court's decision to sentence a child or young person to custody for a serious offence is not taken lightly and is avoided wherever they can be safely supported to remain within the community. The table below shows the marked reduction in the number of custodial sentences passed on young people living in Bath and North East Somerset across the last five years. The indicator is of the rate of custodial sentences per 1,000 young people aged 10-17 in the general population. The table below shows that the local rate of custodial sentencing remains lower than all comparators and shows greater improvement in the last three years than local comparators.

	<i>Bath and North East Somerset</i>	<i>South West</i>	<i>YOT comparison group selected*</i>	<i>England</i>
<u>Use of Custody rate per 1,000 young people in the population aged 10-17</u> (Source: Youth Justice Board)				
<i>April 2012– March 2013</i>	0.13	0.27	0.86	0.55
<i>April 2011– March 2012</i>	0.13	0.36	1.06	0.82
<i>Change</i>	-0.00	-0.19	-0.20	-0.27

Date range for the last five years	Number of occasions on which a young person was sentenced to custody
April 2008 – March 2009	15
April 2009 – March 2010	20
April 2010 – March 2011	8
April 2011 – March 2012	2
April 2012 – March 2013	2



Work to reduce of the use of custody is closely aligned to reducing re-offending. In order to have confidence in a reduction in custody, the Youth Offending Service, partners and the public need to feel confident that robust, evidence based and closely monitored community sentences are being delivered. This relies on strong partnerships and a commitment to ensuring public safety. The Youth Offending Service actively works with partner agencies to look at effective ways of reducing re-offending and the use of custody, including through a quarterly Custody Review Panel. The South West Resettlement Consortium has given the Youth Offending Service opportunities to develop an enhanced offer for young people leaving custody and re-settling in the community. Through this initiative, we have been able to establish an accommodation resource for young people on release from custody. The current low level of custodial sentencing is not matched with an increase in re-offending, supporting the belief that that young people continue to be supervised effectively in the community.

3. The Context for Youth Justice

Wider changes in government policy impact upon the Youth Offending Service and are incorporated into our planning, policies and procedures. The following developments are the most significant changes impacting on the Service in the year ahead.

3.1 Working Together 2013

The work of the Youth Offending Service with vulnerable young people means it is directly affected by changes in safeguarding practice and the new national framework for keeping young people safe, Working Together 2013 was issued in April 2013, following a consultation period. It outlines all partners' responsibilities to work together to safeguard young people and highlights some specific areas of responsibility for Youth Offending Services and their interface with the secure estate. There is also a requirement that the Youth Offending Service has a named safeguarding lead.

3.2 The Legal Aid, Sentencing and Punishment of Offenders Act 2012

This Act is now in its first full year of implementation following a staggered introduction of the different requirements and the necessary changes to practice. The areas of most significant change are:

(a) Youth Remands

The creation of a single remand framework has raised the criteria for remanding any young person to custody and now retains that power only for serious offences. All young people who are remanded in custody will become Children in Care and this Act sees the transfer of financial responsibility for remands to youth detention accommodation from the Youth Justice Board to Local Authorities. The Youth Justice Board will retain the commissioning role, with Local Authorities having more effective oversight.

(b) Out of Court Disposals

In April 2013, Reprimands and Final Warnings were replaced by a new Youth Caution and Youth Conditional Caution, administered by the Police but involving a process for joint decision-making with the Youth Offending Service at a fortnightly Youth Disposals Clinic. Youth Conditional Cautions are enforceable and any failures to comply could result in the young person being charged to Court. This is a significant difference to the Final Warning which was voluntary.

Further to these changes, the Act has given the Courts additional flexibilities in their use of Referral Orders and thereby, a commitment to an increased focus on restorative justice which is line with wider criminal justice policy shifts across all age ranges. The Court also has greater flexibilities in the timing and sentencing options for Breach of a Detention and Training Order, amendments to options for requirements and Breach penalties within Youth Rehabilitation Orders and the removal of the provision for young people to receive a custodial sentence of Detention for Public Protection. Potentially very significant for young people is the creation of a new offence related to the aggravated use of an offensive weapon or blade. The Rehabilitation of Offenders Act 1974 has been amended so that custodial sentences of up to four years can become 'spent' and only need to be declared in specific circumstances.

3.3 Appointment of a Police and Crime Commissioner for Avon and Somerset

The Police Reform and Social Responsibility Act 2011 replaced Police Authorities with directly elected Police and Crime Commissioners. The first Police and Crime Commissioner assumed full responsibility from April 2012 and is charged with providing strong leadership to tackle crime and community safety priorities through publication and delivery of a five-year Police and Crime Plan. She is responsible for appointing the Chief Constable and holding him to account. In turn, her work is scrutinised by a Police and Crime Panel formed of all the Local Authorities in the Police Force area. The Act provides a framework for partnership working between the Commissioner and community safety and criminal justice partners, including Youth Offending Services. The Home Office element of the national Youth Justice Grant is now part of the Commissioner's budget and Youth Offending Services are promoting youth justice priorities in order to secure continuation of this funding locally.

The Police and Crime Plan 2013-2017, Supporting you to Be Safe and Feel Safe, outlines the Police and Crime Commissioner's priorities for the next four years: Anti-Social Behaviour, Burglary, Domestic and Sexual Violence and ensuring that victims of crime are at the heart of the justice system. In addition to these priorities, the commissioner commits to four other key areas of work, including "early intervention and prevention of crime and anti-social behaviour by educating young and vulnerable people about how they can avoid becoming involved in crime and improving opportunities to deal with young and low risk offenders outside the criminal justice." The Police and Crime Commissioner has a responsibility to consult with the public and places a particular emphasis on victims of crime. Their policies will have a major impact on young people whether through their experience of the Police or how safe they feel in their local communities. The Youth Charter, written by young people in 2012, spells out the principles of engagement between Police and Crime Commissioners and young people. It is designed to encourage the Police and Crime Commissioner's engagement with young people and provides principles that young people have asked them to follow. During the course of the next twelve months, the local Police District will be merging with South Gloucestershire and the custody suite at Bath Police Station will be closing and moving to Keynsham.

3.4 Changes in the National Health Service

Changes in the running of the National Health Service saw the introduction of NHS England from 1 April 2013, with Clinical Commissioning Groups and Health and Wellbeing Boards operating at a local level. The Crime and Disorder Act 1998 has been amended by the Health and Social Care Act 2012 to give Clinical Commissioning Groups the responsibilities previously discharged by Primary Care Trusts. As part of this reform, Local Authorities receive a public health grant for commissioning health outcomes for their communities. Due to links between public health and public safety, these outcomes include:

- Preventing and reducing re-offending, domestic abuse and violent crime
- Fewer young people entering the youth justice system for the first time

The Youth Offending Service is undertaking work to contribute to the local Joint Strategic Needs Assessment. Work is also underway to confirm an appropriate level of involvement in the governance of the Youth Offending Service and links between it and the Health and Wellbeing Board. One of the tangible benefits of these new arrangements has been the agreement to commission Speech and Language Therapy services for young people at risk of offending and re-offending.

3.5 Connecting Families

In 2012, the Prime Minister announced his commitment to turn around the lives of 120,000 'troubled' families by 2015 and the Troubled Families Initiative was launched. This initiative targets families who may typically have a history of worklessness and includes young people involved in crime or anti-social behaviour and young people not engaging in education. A number of these families are likely to be known to the Youth Offending Service. Locally, the Connecting Families initiative will integrate the work of a wide range of agencies to provide the support these families need to improve outcomes for all members, but particularly for the children. The Family Intervention Project which was managed by the Youth Offending Service until January 2013 played a key role in providing a framework of team around the family planning and intensive support for a small number of families who find it hardest to engage with services. The Youth Offending Service will continue to participate in the work with families who meet the criteria for this service.

3.6 Changes to national funding for Youth Offending Services

The Crime and Disorder Act 1998 gave the national Youth Justice Board authority to award funding to local Youth Offending Teams to 'develop good practice.' This funding has reduced in each of the last three full years. The previous Home Office element of this funding is now part of the Police and Crime Commissioner's budget and has been retained for 2013-2014, to continue to support commissioning of substance misuse work and delivery of the Compass Project.

3.6 Courts and the Secure Estate

During the course of 2012-2013, the local Bath and Wansdyke Youth Court Panel merged with Somerset and North Somerset Youth Benches and the Somerset Local Justice Area was established. Since the de-commissioning of HMP&YOI Ashfield for under 18-year-olds, the Court catchment for this area is now HMP&YOI Feltham, in south west London.

4. Plan for 2013-2014

4.1 Governance, Leadership and Partnership Arrangements

Bath and North East Somerset Council, as the relevant Local Authority, is the lead partner for youth justice. It has the primary responsibility to the Secretary of State for ensuring that the Youth Offending Service fulfils requirements and deliver services required under the Crime and Disorder Act 1998, and any subsequent criminal justice legislation and that it meets the requirements of all relevant legislation applicable to young people. The statutory partners (Social Care, Police, Probation, Education and Health) have a duty to ensure that, through the provision of resources and other support, statutory requirements are met.

Governance of the Youth Offending Service rests with the Community Safety Partnership's Responsible Authorities Group, and immediate oversight and accountability is provided by the Youth Offending Service Management Board, with representation from the key statutory partners. The Board, currently chaired by the Police District Commander and has a Partnership Agreement in place, setting out its responsibilities for the strategic direction, resourcing and operational delivery of youth justice services. A member of the Youth Offending Service Management Board represents the Youth Offending Service's interests at the Children's Trust Board and at the Health and Wellbeing Board.

This Youth Justice Plan will be monitored by the Youth Offending Service Management Board, which meets quarterly and there will continue to be a level of support and oversight from the Youth Justice Board. Quarterly exception reports are submitted to the Responsible Authorities Group. An annual report is made to the Council's relevant Development and Scrutiny Panel. The Youth Offending Service is managed within the People and Communities Department and is now part of the Preventative Services division. As a result of Bath and North East Somerset Council's wider response to required budget cuts, the role of Youth Offending Service Manager was deleted in 2012 and a new 11-19 Outcomes Manager post has been established to take on strategic responsibility for the Youth Offending Service alongside wider work with vulnerable young people. This in turn has necessitated some re-structuring within the Youth Offending Service and, within an overall reduced budget, the three Team Manager posts have been deleted and a new Operational Manager post has been introduced to have oversight of all services delivered. This post is supported by a new Partnership and Intervention Manager post and a part-time Senior Practitioner. A Youth Justice Worker post has been deleted and another has been re-fashioned to give the service greater capacity to support volunteering. The resulting new structure can be found summarised in an organisational chart in the appendices.

The Youth Offending Service is very well established within the Authority and makes a substantial contribution to the work of a range of other partnerships and work streams. It regards these as opportunities to learn and share good practice and to influence other strategies to ensure they take account of the interests of young people at risk of offending and re-offending, their parents/carers and victims. Relationships with other key partner agencies within the Authority and across Avon and Somerset are set out in written protocols which are regularly reviewed and updated.

All plans delivered within the Local Authority sit beneath the Public Services Board. Key plans relating to the work of the Youth Offending Service are listed below:

(a) Children and Young People's Plan 2011-2014

The Children's Trust Board's Children and Young People's Plan sets out the vision that has been developed in consultation with children, young people, parents and carers and professionals. The plan sets out its action plan under the five Every Child Matters outcomes and the actions relating to the Youth Offending Team are found under "Delivering a positive contribution."

(b) Reducing Re-Offending Strategy

The Community Safety Strategy incorporates the Reducing Offending Strategy which outlines the wider plan to reduce offending and cut crime in Bath and North East Somerset. The Youth Offending Service leads on the Children and Young People's pathway within this Strategy. It is also a partner with the multi-agency integrated offender management team known locally as Impact which manages a locally defined cohort of offenders involved in prolific, acquisitive crime and causing the most concern.

(c) Community Safety Strategy

The local Community Safety Partnership's priorities have been re-affirmed, as follows:

- Enhance the quality of life in our communities and increase public confidence by reducing anti-social behaviour
- Create a safe, strong and vibrant city economy
- Increase protection of the most vulnerable victims of crime
- Reduce crimes of local concern by working together with our communities
- Minimize the harm that substance misuse causes to society, communities, families and individuals
- Safeguard young people and prevent them from becoming victims or perpetrators of crime. This latter priority includes all the actions within this Youth Justice Plan

(d) Local Safeguarding Children Board Work Programme 2013-2014

The Youth Offending Service has a statutory duty under Section 11 of the Children's Act to safeguard and promote the welfare of children. The Youth Offending Service contributes to the Local Safeguarding Children Board and related sub-groups (Training Management Committee and Children in Care Quality sub-group). The Youth Offending Service has contributed to an in-year review of the work developed by Keepsafe for children and young people posing a risk of sexually harmful behaviour. The Youth Offending Service is also involved in promoting the safeguarding needs of young people, including ensuring improved early identification of vulnerable 11-19 year olds and well-targeted services to reduce the need for statutory services.

(e) Youth Crime Prevention Strategy

The Youth Crime Prevention Board oversees the partnership working to reduce first time entrants to the youth justice system and reports to the Youth Offending Service Management Board. The local Youth Crime Prevention Strategy contains a comprehensive two-year action plan for the partnership and highlights its priorities for youth crime prevention work as well as outlining challenges for the future. This is now the second year of the current plan and decisions will be taken during the course of the year about the future of the Youth Crime Prevention Board.

(f) Joint Health and Wellbeing Strategy

The Health and Wellbeing Board sets out the local strategic priorities to improve the health and well-being of people of Bath and North East Somerset, as assessed through the Joint Strategic Needs Assessment. This year sees the first Joint Health and Wellbeing strategy and the Youth Offending Service will have the opportunity to contribute to a consultation on the priorities outlined therein. Some of the proposed priority areas in this draft consultation overlap with the work of health staff attached to the Youth Offending Service and will be reflected in our planning for the year ahead.

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What will be done	Lead	Timescale
Priority Area 1: Strategic Development		
1. Develop a strategy for the active participation of the Service in the Connecting Families Service's work with troubled families.	Operational Manager	December 2013
2. Promote the Service as a restorative service across the Council's People and Communities Department and with all partners represented on the Management Board.	Service Manager	December 2013
3. Ensure the Service utilises a framework for measuring and reporting outcomes in line with developments across the 11-19 service.	Service Manager	March 2014
4. Complete the youth justice component of the Joint Strategic Needs Assessment and use this, together with other thematic work and analysis, to understand where the youth justice partnership can achieve greatest impact.	Service Manager	March 2014
5. Review the delivery model for youth justice work within the changing context for young people and the Service's statutory partners.	Service Manager	March 2014
6. Position the Youth Offending Service, including its preventative work, within the wider arrangements for early help and integrated support for young people.	Service Manager	March 2014
Priority Area 2: Operational Development		
1. Ensure that the service has an action plan for the roll-out of the new assessment tool, <i>Assetplus</i> , and a local change lead in place.	Operational Manager	June 2013
2. Ensure that protocols with the Avon and Somerset Probation Trust demonstrate effective arrangements for the transfer of young people from youth-based to adult-based services, in community and custodial settings, and reflect the YJB Transitions Framework (Thematic Inspection recommendation).	Operational Manager	June 2013
3. Appoint staff and consolidate the new management structure.	Service Manager	September 2013
4. Establish a new users' group to participate in developing feedback systems on all areas of service delivery.	Operational Manager	September 2013

What will be done	Lead	Timescale
5. Enable the service to continue to develop as a restorative service, including through the peer supervision and support groups and an audit of their efficacy.	Operational Manager	December 2013
6. Develop the new Speech and Language Therapy resource and staff capacity within the Youth Offending Service.	Partnership and Interventions Manager	March 2014
7. Develop a good practice guide for the Service, drawing on evidence-based practice for preventing offending and safeguarding young people	Operational Manager	March 2014
8. Develop the Service's community involvement, including the participation of volunteers in delivery of services	Partnership and Interventions Manager	March 2014
8. Implement the upgraded data-base, ChildView, ensuring compliance with all Council guidelines.	Systems & Information Manager	March 2014
Priority Area 3: Safeguarding Young People		
1. Ensure that the service is working in accordance with the Working Together 2013 guidance for safeguarding young people, including the identification of a safeguarding lead.	Service Manager	September 2013
2. Work with partners to introduce a framework for supporting young people at high risk, including risk of sexual exploitation.	Service Manager	December 2013
3. Increase the number of fathers receiving parenting interventions, drawing on the learning from the Local Safeguarding Children Board's "Celebrating Fatherhood" campaign.	Partnership and Interventions Manager	December 2013
4. With neighbouring Youth Offending Service and Police colleagues, plan arrangements for keeping young people safe, including the provision of an integrated Appropriate Adult Service, within the new merging custody facilities.	Partnership and Interventions Manager	March 2014
5. Complete work to achieve the Bronze Level Charter Mark for hearing young people's voice in the statutory work of the Youth Offending Service.	Operational Manager	March 2014
6. Complete work to achieve the Gold Level Charter Mark for hearing young people's voice in the preventative work of the Youth Offending Service.	Senior Practitioner	March 2014
Priority Area 4: Reducing the rate of First Time Entrants (national impact indicator)		

What will be done	Lead	Timescale
1. Ensure young people have information about the new Out of Courts disposals system, including by designing and sharing a web-based leaflet .	Partnership and Interventions Manager	September 2013
2. Work with Police involved with Impact to identify vulnerable young people and refer them into suitable crime prevention projects.	Senior Practitioner	September 2013
3. Work with the Integrated Working Team to heighten the understanding and recognition of all staff in child-centred roles of the crime-related risk and protective factors. (Thematic Inspection recommendation).	Partnership and Interventions Manager	December 2013
4. Work with the Avon and Somerset Probation Trust to identify children of adults under Probation supervision who could be referred to Compass. (Thematic Inspection recommendation).	Senior Practitioner	December 2013
5. Review the use of team-around-the-child meetings for children and young people at risk of offending to demonstrate integrated and joint outcome measures with partners, particularly health and education. (Thematic Inspection recommendation).	Senior Practitioner	December 2013
6. Work with the seconded nurse to establish and evaluate a system for provision of targeted interventions for all 11-12 year olds who are of an unhealthy weight and make sure they are signposted to Change4Life.	Partnership and Interventions Manager	December 2013
7. With the Preventions Commissioner, support commissioning of a new prevention project .	Partnership and Intervention Manager	March 2014
Priority Area 5: Reducing the rate of Re-offending (national impact indicator)		
1. Ensure that intervention plans are specific, sequenced and appropriately reviewed to enable all offending related needs to be met and offending to reduce.	Partnership and Interventions Manager	September 2013
2. Fully refresh the first appointment guidelines by establishing a working group to design “packs” which are consistently delivered, explained to and understood by all young people attending the Youth Offending Service.	Operational Manager	September 2013
3. Deliver YJB training on facilitating restorative justice meetings to Community Panel Members and YOS practitioners, in line with the Restorative Justice Council’s National Occupational Standards and Best Practice Guidance for Restorative Practice.	Partnership and Interventions Manager	December 2013

What will be done	Lead	Timescale
4. With partners, primarily Schools/Colleges and the Youth Service, provide information sessions for young people on the impact and consequences for victims and young people of knife crime.	Partnership and Interventions Manager	December 2013
5. Ensure that all children and young people entering the preventions service or subject to Out of Court disposals who are living in a home where domestic violence takes place have an appropriate, targeted intervention which is reflected in their assessment and their intervention plan.	Senior Practitioner	December 2013
6. With young people and community panel members, establish a quarterly process for reviewing and evaluating interventions used to reduce offending behaviour and develop a young person-centred process for preparing feedback for Referral Order reviews and final panels.	Partnership and Interventions Manager	December 2013
7. Ensure that whenever young people end their statutory contact, their final team-around-the-child meeting considers the need for appropriate exit plans or refers them to the Interface Panel, including young people at high risk of harm.	Operational Manager	December 2013
8. Develop the framework for the Youth Offending Service working in a preventative capacity with young people who have already been subject to a youth justice substantive outcome.	Operational Manager	December 2013
Priority Area 6: Reducing the rate of Custody (national transparency indicator)		
1. Develop the use of the Custody Review Panel to identify which young people at risk of custody will benefit from additional support paid by the remands allocation to support interventions to prevent remands to custody. (Based on a Thematic Inspection recommendation).	Operational Manager	September 2013
2. Deliver a workshop with the Youth Offending Service, Children's Social Care and the Independent Reviewing Service to ensure knowledge is disseminated on the single remand framework.	Operational Manager	December 2013
3. Establish working relationships with key staff in the newly designated custodial facilities for young people from Bath and North East Somerset and provide information to affected young people and families, Social Care staff and Independent Reviewing Officers to facilitate contact and participate in plans for resettlement.	Operational Manager	March 2014

4.3 Budget Summary 2013-2014

Responsibility for resourcing the Youth Offending Service is shared between the statutory partners and most contributions are unchanged. There is a notional 1.5% reduction in the Probation contribution, but the full-time secondment is continuing. It is noted that the Trust sometimes makes a financial contribution into the Youth Offending Service's budget at the end of each financial year, based on any staff savings. The Council contribution is changed from last year, as the £105,000 for the Family Intervention Project has now transferred into the Connecting Families Service, and the dedicated Service Manager post was deleted last year. There is also an additional 1% for salaries. The Youth Justice Board funding has reduced by a further £44,000, but the Police and Crime Commissioner has awarded the full amount from the Home Office, that previously came via the Youth Justice Board. Changes in the management structure and to some posts, to achieve these reductions, have been subject to a formal consultation with staff.

Source	Pooled budget	Staffing costs	Non-staffing costs	Comments	Total and %
Police	26,472	82,472		On-site access to Police National Computer is also provided	108,944 (12.4%)
Probation (based on 2013-14 costs)	0	43,378		Unpaid work requirements are also provided as needed	43,378 (4.9%)
Health	14,885	20,505		CAMHS consultation and Speech and Language Therapy pilot are delivered through separate contracts	35,390 (4.0%)
Local Authority	18,317	356,637	47,503	Office base, Financial and Human Resources services are also provided. Connexions input is delivered through a separate contract	422,457 (48.1%)
Police and Crime Commissioner	n/a	14,937	12,519	This was previously the Home Office element of the Youth Justice Grant	27,456 (3.1%)
Youth Justice Board	n/a	174,923	65,759	This funding is used to develop good practice and effectiveness	240,682 (27.4%)
Total	59,674	692,852	125,781		878,307

4.5 Partner Agency Commitment

Partner Organisation	Name of Chief Officer	Signature	Date
Local Authority	Jo Farrar Chief Executive		
Social Care	Richard Baldwin Divisional Director Children and Young People's Specialist Services		
Health Service	Tracey Cox Chief Operating Officer Bath and North East Somerset Clinical Commissioning Group		
Police Service	Geoffrey Spicer Bath and North East Somerset District Commander		
Probation Service	Peter Brandt Assistant Chief Officer		
Prevention Services	Tony Parker Divisional Director Prevention Services 0-19		

5. Appendices

Appendix (a): Summary of the main areas of work undertaken by the local Youth Offending Service

1. Compass Project - voluntary support to young people aged 8-17 who are assessed as being at high risk of offending.
2. Strengthening Families, Strengthening Communities parenting programme – co-ordinated for parents/carers across the Authority, not just those with young people at risk of offending, and including a significant time commitment from a range of partner agencies.
3. Appropriate Adult services to safeguard a young person's interests when they are being interviewed by the Police in the Custody suite of a Police station.
4. Support to young people who are bailed by the Courts, which can attach conditions to maintain contact with the Youth Offending Service and help with arrangements for young people Remanded to the Care of the Local Authority.
5. Assessment and work with young people as part of the new Out of Court disposals framework, including those who are subject to Youth Conditional Cautions.
6. Preparation of Reports to help with key decision-making about young people who have offended (supporting contract requirements for Referral Order Panels, proposing sentencing options to the Courts and providing assessment information to the Parole Board).
7. Supervision of young people on community Court Orders – meeting regularly to help them to face up to the consequences of offending and address the factors that make it likely that they will re-offend, including lack of engagement in education, training and employment. These include Referral Orders, Reparation Orders and Youth Rehabilitation Orders. Those most likely to re-offend may have Intensive Supervision and Surveillance requirements attached to a Youth Rehabilitation Order.
8. Restorative Justice Services designed to provide victims with the information they want and to engage them and young people in meetings or activities to repair the harm caused by offending. Young people can also make reparation through community projects.
9. Support for young people sentenced to Custody and supervision of them when they return to the community. The most common youth Custodial sentence is the Detention and Training Order, lasting up to two years. Longer sentences apply for more serious offences.
10. Individual work with parents/carers, access to parenting programmes and supervision of Parenting Orders.

Appendix (b): Values and Behaviours Framework

During the course of 2012-2013, the Youth Offending Service reviewed its core values and agreed that the following represents our shared view and approach to our service users and each other.

- Respect young people for who they are and take their needs and wishes seriously
- Listen to young people and take any action necessary to keep them safe
- Recognise the damaging impact of crime on individuals and communities and uphold the importance of preventing it
- View diversity positively
- Believe in the possibility and desirability of change
- Want the best for young people and their families
- Work restoratively
- Work in an integrated and multi-agency way
- Have a drive for results and courage when things don't go to plan

The Children and Young People's Plan 2011-2014 set out the following vision for children and young people: We want all children and young people to enjoy childhood and to be well prepared for adult life.

To deliver this vision, a set of values was identified for the entire children and young people's workforce. Everyone who works with and on behalf of children and young people, and their parents and carers, are to collectively and individually:

- Expect the best of our children and young people across Bath and North East Somerset
- Shows respect for all
- Uses help/services that are evidenced based
- Ensures transparency in decision making
- Has energy and purpose
- Does not "assume" without thinking
- Is positively disposed to deliver the best outcomes for each individual child
- Recognises that young people's participation in cultural, sports, play and leisure opportunities is valuable and is to be encouraged.

To support these values, there is an agreed set of behaviours that everyone is expected to embrace:

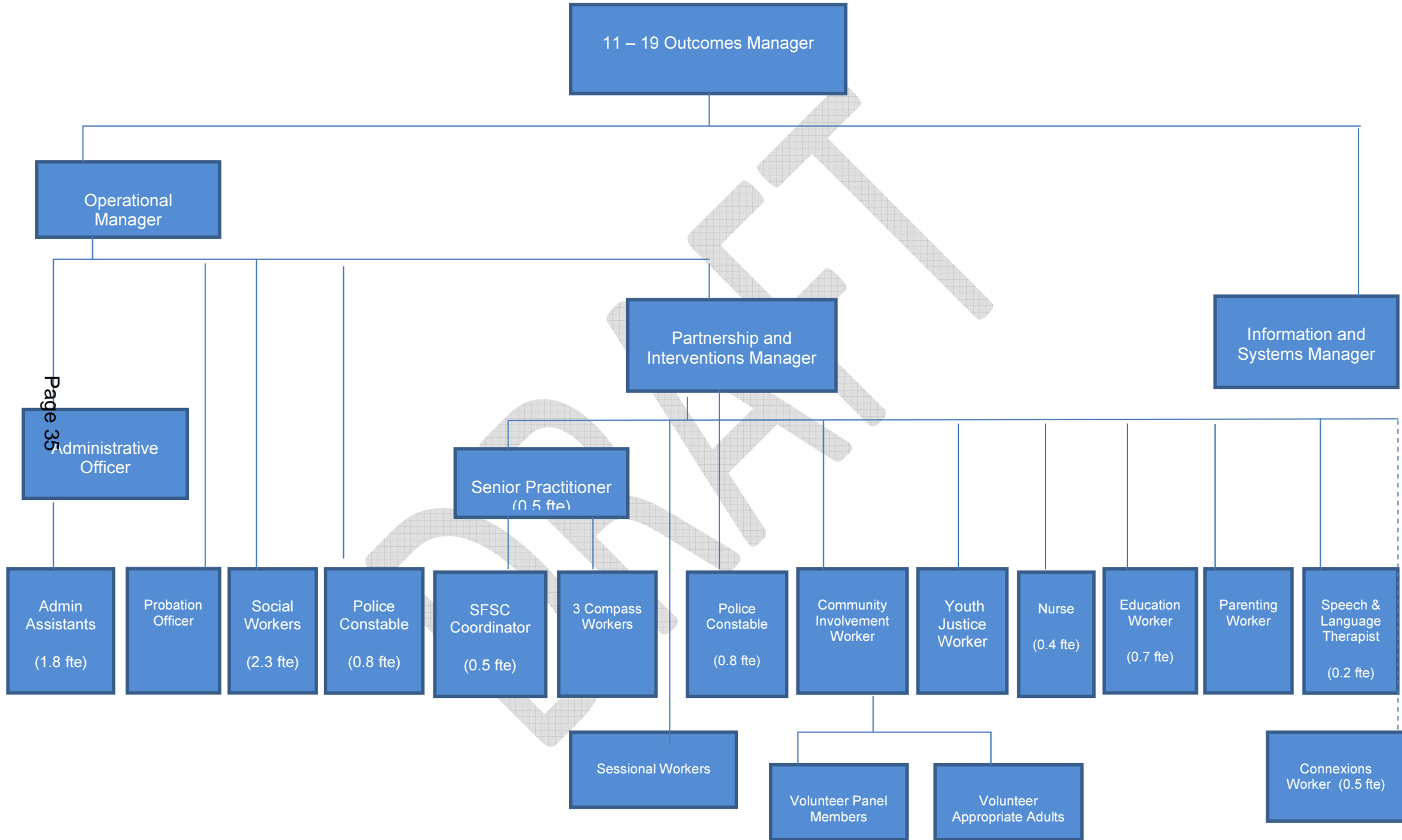
- Young people are central to any discussions of their needs
- Young people are involved in any meetings/discussions about their individual needs and plans
- All staff front –line staff /Head Teachers /managers/volunteers across the workforce will take responsibility for looking at the young people's needs and assessments holistically- look at the big picture : will join up their work with that of other colleagues and or the family and develop one plan of support/intervention
- The young person will know who is the lead person for their plan and how to contact them
- Staff will be accountable to the young person in delivering the plan
- Line managers will make it happen

Young people across Bath and North East Somerset have identified the following as important behaviours and therefore we will provide workers who are:

- Honest
- Responsible
- Arrive on time
- Non-judgemental
- Show a caring attitude towards the young people
- Start at the point the young person wants them to
- Empower young people to take control of their lives
- Involve young people in all decisions/ panels/ meetings
- Do what they say they will do
- Communicate clearly and keeps young people up to date
- Committed to the principles of equity and diversity
- Safeguard the welfare of young people

Parents and carers want the same from the workforce, together with an active consideration with the young person of the right level of support from the parent/carer in planning for the young person. Taken together, these values and behaviours support the development of a person centred approach to supporting young people's critical involvement in decisions about the design, delivery and effectiveness of services, and they are all adopted by the Youth Offending Service.

Bath and North East Somerset Youth Offending Service Organisational Structure



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Appendix (d): Youth Offending Service staff as of 1 April 2013

The work of the Youth Offending Service would not be possible without its volunteers, who make up nearly a third of the staffing complement. We thank them again for their time, commitment and hard work as Appropriate Adults and Community Panel Members.

Staff in the Youth Offending Team by gender and ethnicity based on census 2001 categories																
	Strategic Manager		Team Manager		Practitioner		Administrator		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British		1		2	3	8		4	2	6			12	12	17	33
White Irish																
White Other																
Black Caribbean																
White and Black African																
British Black Caribbean													1		1	
White and Asian																
Pakistani					1										1	
Anglo Indian					1										1	
Total	0	1	0	2	5	8	0	4	2	6	0	0	13	12	20	33

Appendix (e): Glossary of Terms

Appropriate Adults	Volunteers (and in more serious or complex matters, paid staff) who safeguard a young person's interests under the Police and Criminal Evidence Act 1984 when they are being questioned by the Police and a parent/carer is unable to attend.
ASSET	A structured assessment tool used to consider how a range of factors, such as engagement with education or mental health issues, may have contributed - and continue to contribute - to a young person's risk of offending.
Common Assessment Framework	A shared assessment tool for use across all children's services and local areas in England. It is used to support early identification of need and assist the co-ordination of services to address that need.
Children and Young People's Plan	The Children and Young People's Plan is the single plan that outlines what all agencies, schools, Local Authority and voluntary groups are going to do to help improve outcomes for Children and Young People across Bath & North East Somerset.
Children's Trust Board	Children's Trust Boards are the co-operation arrangements and partnerships between local organisations with a role in improving outcomes for children and young people. It is a partnership that has overall responsibility for planning and delivery of services for children and young people. The Trust in Bath and North East Somerset is responsible for publishing this Children and Young People's Plan and for making sure that services deliver the commitments outlined in that Plan.
Community Panel Members	Volunteer representatives of the local community, selected and trained to chair panels which meet with young people and their victims to agree how young people can make amends and address their offending behaviour.
Compass	The Compass Project, managed within the Youth Offending Service, provides intensive support to children and young people aged 8-17, who have been assessed as being at high risk of offending.
Connecting Families	A local initiative in response to the national Troubled Families agenda, to engage with and help improve outcomes for a small number of families with children who are involved in crime and/or anti-social behaviour, have children not engaged in education and have a history of adult worklessness. Typically, a large number of agencies may be working with these families and this initiative seeks to integrate the planning and support available in order that families can make better use of it.

Connexions	A universal service to provide a wide range of support for 13-19 year olds, particularly regarding education, training and employment. It gives priority to those considered most vulnerable.
Criminal Justice Board	A partnership of all the statutory criminal justice services, locally serving the Avon and Somerset area.
Family Intervention Project	The aim of this Project was to reduce offending behaviour of children and young people in the family through the provision of co-ordinated multi-agency work with every member of the family, based on whole family assessment and long term intervention of a dedicated keyworker (12-18 months). The project accepts referrals where it is clear a significant change within family behaviour is needed to prevent youth offending or re-offending and/or anti-social behaviour.
Integrated Offender Management	Known locally as Impact, this is a partnership between Police, Probation and other agencies, to tackle prolific, acquisitive crime and due to be extended to tackle violent and sexual offending.
Intensive Supervision and Surveillance	Intensive Supervision and Surveillance is a rigorous community sentence for eligible young people who have been convicted of an offence or a pattern of offences so serious that they would otherwise receive a custodial sentence. The Programme is also available as a condition of a Bail Supervision and Support programme or as a condition of the community element of a Detention and Training Order.
LASPO	The Legal Aid, Sentencing and Punishment of Offenders Act 2012.
Local Safeguarding Children's Board	The Local Safeguarding Children Board (LSCB) brings together local agencies working with children and families. LSCB is responsible for policy, procedures and services to support children and families in need to prevent significant harm.
Ministry of Justice	The Ministry of Justice is a ministerial department of the UK Government headed by the Secretary of State who is responsible for improvements to the justice system so that it better serves the public.
Multi-Agency Public Protection Arrangements	The Youth Offending Service has a legally duty to co-operate with arrangements, led by Police, Probation and Prisons, to safeguard the public from the threat posed by sexual and violent offenders, whilst also attending to the needs of the victim.

ONSET	A structured assessment tool to measure a young person's risk of offending, used with young people who have never been arrested and had a statutory response to their behaviour (Reprimand, Final Warning or conviction).
Out of Court Disposals	From April 2013, under the LASPO, a new framework for out of court disposals has been introduced. This includes the Youth Caution and the Youth Conditional Caution.
Participation	A term used to describe the process of actively involving children and young people in the planning, delivery and evaluation of services that benefit them individually and also, that benefit the wider community. The use of this term is extended to actively involving staff in planning and evaluation of the services they deliver.
Parenting Orders	Parents whose children offend or persistently truant from school can be made the subject of Court Orders, requiring them to attend parenting support, and sometimes, to exercise specific control over their child's behaviour.
Pre-Sentence Report	A formal, written report, prepared to assist the Court at sentencing stage, by providing an offence analysis, in the light of risk of continued offending and risk to the public, and outlining suitable sentencing options.
Protective Factors	Aspects of young people's lives that mitigate against offending, such as consistent parenting, engagement in education or involvement in constructive leisure.
Public Services Board	This is the strategic board overseeing all local authority service delivery which has replaced the Local Strategic Partnership.
Referral Order	Available since April 2002, these are mandatory sentences for all young people appearing in Court for a first offence and pleading guilty. They refer a young person to a Community Panel, led by trained members of the public and attended by their parents and the victim(s) of their offence(s). The Panel agrees a contract for how the young person is to make amends for their behaviour.
Reparation	Making amends to someone harmed. This can be doing something of direct benefit to the victim of an offence or could be undertaking work that benefits the wider community, ideally suggested by the victim.
Resettlement Consortium	A south west partnership between Youth Offending Services, the secure estate, voluntary sector partners and Probation to provide an enhanced offer of support to young people being released from custody, to assist their resettlement.

Restorative Justice	Restorative Justice describes a range of approaches to resolving a situation where harm, often an offence, has been caused. It focuses on victim satisfaction, offering a range of services by which the victim can gain an understanding of the offence, have a chance to be fully heard, and agree to and even participate in any suitable reparation. Where the victim does not wish to be involved in any way, then the Youth Offending Service will work with a young person to raise awareness of the likely impact of their offending on others and will plan for them to take on some indirect reparation.
Responsible Authorities Group	This Group oversees the delivery of the creating and maintaining safer communities. It is comprised of senior managers from the statutory agencies, an elected Council Member and other partners who together pool their combined knowledge to identify the key issues within the community and understand clearly how best to tackle them. This Partnership accepts that fighting crime is not just the job of the Police, but the responsibility of all organisations whether public, private or voluntary, and works towards the creation of safer and stronger communities.
Scaled Approach	A system whereby the level of intervention for a young person during the course of their Court order is determined by their assessed likelihood of re-offending.
Sustainable Community Strategy	The Sustainable Community Strategy sets out what type of place Bath and North East Somerset should become. It deals with a range of challenges and changes that impact on our daily lives. The strategy sets out how the challenges are going to be addressed. It is aspirational and high level, but these aspirations will be worked towards to make them a reality. The strategy is the outcome of listening to what is important for the community and responding with a vision for the area.
Team around the Child	A multi-agency planning meeting with the child and parent/carer present. The young person can help decide the agenda and should be enabled to fully participate in the meetings and the planning.
Victim Liaison Officer	Member of the Youth Offending Service who makes contact with the victims of crimes we are notified about. They discuss the impact of the crime with the victim and enable them to consider a restorative approach.
Youth Rehabilitation Order	The Youth Rehabilitation Order is a generic community sentence for young offenders and can combines a number of requirements into one generic sentence. It is the standard community sentence used for the majority of children and young people who offend. It simplifies sentencing for young people, while improving the flexibility of interventions.
Young Offender Information System	This is a standard database used by the Youth Offending Service for case management, monitoring and reporting.

Youth Offending Service	These multi-agency teams were established under the Crime and Disorder Act 1998, with a principal aim of preventing youth offending. They include representatives from Police, Probation, Health and the Local Authority, and their work is overseen by local Management Boards made up of key stakeholders. Locally, the term Youth Offending Service is used, because the remit includes preventative work as well as statutory supervision of young people.
Youth Justice Board	The Youth Justice Board for England and Wales is now linked to the Ministry of Justice and is responsible for overseeing the youth justice system, including performance monitoring, providing advice and disseminating good practice.

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